



## Master Rater Criteria

*To qualify for participation in the Virginia Star Quality Initiative as a Master Rater the candidate must comply with the following:*

### Minimum Qualifications

- Have a minimum of a Bachelor's Degree in early childhood education, early intervention, educational psychology, developmental psychology or a related field. Exceptions to this may be granted based on a candidate's experience and background, and/or commitment towards pursuing a Bachelor's Degree.
- Have considerable knowledge of the principles, practices and techniques of early childhood development.
- Demonstrate reliability on rating instruments and have the ability to train potential Raters.
- Be trained by the instruments' authors with demonstrated reliability on the Classroom Assessment Scoring System (CLASS), Environment Rating Scales (ERS), and/or others.
- Have five or more years of experience working in early childhood or a related field.
- Have experience conducting observations and/or assessments.
- Have experience in adult education practices.
- Have the ability to be objective and independent in applying the instruments. Master Raters agree to disclose any conflict of interest\* immediately following a program assignment.
- Have the ability to work well both independently and under direction.
- Have strong verbal and written communication skills.
- Have transportation and be able to travel in a specified region in Virginia.
- Have experience working with staff in early care and education programs, social service agencies, schools or other private and public early education settings.
- Have knowledge of early care and education classroom best practices.
- Have the ability to maintain objectivity during the training, assessment or monitoring of Rater trainees.
- Commit to maintaining reliability and consistency in applying the Virginia Star Quality Standard during program observations through annual refresher training and inter-rater consistency checks once per ten observations.
- Commit to serve as a Master Rater for a minimum of one year.
- Provide support or guidance on the structure and delivery of annual training of Raters.
- Conduct a minimal number of pro-bono assessments and or train-the-rater trainings.
- Maintain confidentiality concerning issues and information about children, families, staff and programs.

# Master Rater Criteria (continued)

## Preferred Qualifications

- Knowledge of the various regulating authority standards related to early childhood programs (Virginia Standards for Child Day Centers, Head Start, Board of Education, etc.).
- Have considerable knowledge of Virginia's Competencies for Early Childhood Professionals.
- Have considerable knowledge of Virginia's Milestones of Child Development.
- Possess bilingual skills.

## Provide evidence of

- Negative Tuberculosis screening.
- Written communications skills (Writing Sample).

## Maintain approved Master Rater status in the Virginia Star Quality Initiative

- Attend authorized training for trainers, as scheduled and determined by the Office of Early Childhood Development.
- Achieve and maintain an appropriate level of technical competence, including inter-rater reliability, and instrument reliability.
- Complete a minimum of classrooms observations, as specified in the agreement, over a one-year period.
- Assist with training the number of raters, as specified in the agreement, over one-year period.
- Assist Raters in achieving reliability through follow-up coaching, as specified in the agreement, over a one-year period.
- Observe (shadow) a determined number of raters for quality assurance and inter-rater reliability, as specified in the contract, over a one-year period.

\* Master Raters should recuse themselves from an assignment due to conflict of interest if they: are/were employed by the program; serve(d) as a mentor, consultant, or evaluator in the program; have a close relative who is/was employed by the program or is/was a mentor, consultant, or evaluator there; are or have served on the program's Board of Directors, or have a relative in that position; have a monetary or personal interest in the outcome of the program's Star rating; have a close personal relationship with individuals involved in the program; or have any relationship that might compromise the objectivity of the ratings process.

Virginia's Star Quality Initiative is administered in partnership between the Virginia Early Childhood Foundation and the Office of Early Childhood Development.

Additional information may be found at:

[www.smartbeginnings.org/qris](http://www.smartbeginnings.org/qris) or

[www.earlychildhood.virginia.gov](http://www.earlychildhood.virginia.gov) or by contacting

[info.earlychildhood@dss.virginia.gov](mailto:info.earlychildhood@dss.virginia.gov)

